

**Extension of Certain Contract Benefits to Classified Service Managerial and Confidential Employees
Fiscal Year 2009 -- 2010**

CONTRACT ARTICLE	MANAGERS	CONFIDENTIALS
Annual Leave - <i>A modified annual leave benefit is extended (see LTD benefit).</i>	YES	YES
Call-in Pay - <i>*only extended to confidential employees in PG 21 and below</i>	NO	YES*
Child/Elder Care	YES	YES
Civic Duty Leave	YES	YES
Classification Grievance/Review - <i>*no class actions</i>	YES*	YES*
Court/Jury Duty	YES	YES
Dental Insurance	YES	YES
Disciplinary Action - <i>Personnel Rules & Regulations 12.01 applies (no dismissal or suspension except for cause)</i>	NO	NO
Discrimination	YES	YES
Educational Leave	YES	YES
Emergency Closing - <i>*managers do not receive additional compensation</i>	YES*	YES
Employee Assistance	YES	YES
Expense Reimbursement - <i>*except self-activated call in mileage and Section 6 of Supervisory Contract</i>	YES*	YES
Fire & Rescue Leave	YES	YES
Grievance Procedure - <i>*except section 3(c)(7) and section 4(e)</i>	YES*	YES*
Health Insurance	YES	YES
Higher Assignment Pay - <i>*discretionary for confidential employees in PG 22 and above if otherwise eligible</i>	NO	YES*

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Holidays - <i>*managers do not receive extra compensation for work on a holiday</i>	YES*	YES
Injury on the Job	YES	YES
Job Sharing - <i>*except Section 3 reemployment rights</i>	YES*	YES*
Life Insurance	YES	YES
Long Term Disability Plan (LTD) - <i>Effective 2/1/97, an LTD Plan is extended to employees not eligible to be represented by the VSEA, including managerial, confidential, elected and appointed officials, judicial, legislative, and exempt employees. Pursuant to 3 VSA §2222(f), employees covered by a formal leave plan will pay for the Plan by not accruing one leave day per year. Accruals will be affected in the following priority: personal leave, sick leave, or annual leave. With respect to employees covered by an exempt pay and/or leave plan which requires the approval of the Governor, a similar method of payment shall be utilized for the LTD Plan, and this shall supersede such plans to the extent of any conflict herewith.</i>	YES	YES
Medical Expenses - <i>*except section 3, negotiability of department Medical Monitoring Programs</i>	YES*	YES*
Mileage Reimbursement	YES	YES
Military Leave - <i>*except Section 1(l)</i>	YES*	YES*
Non-Management Training - <i>*appointing authority approval & acceptance into program</i>	YES*	YES*
Off Payroll/Leave of Absence	YES	YES
On-Call/Standby - <i>*only extended to confidential employees in PG 21 and below</i>	NO	YES*
OSHA - <i>*the Supervisory Unit Article is extended.</i>	YES*	YES*
Outstanding Performance - <i>*except paragraph 1</i>	YES*	YES*

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Overtime - <i>*except sections 3(d) of Supervisory contract and 6(b)(1) and (2) of the Non-Management contract. **managers in overtime category 18 or 38 only</i>	YES***	YES*
Parental/Family Leave	YES	YES
Performance Evaluation – (3 VSA §322 applies)	NO	NO
Personal Leave - Supervisory - <i>*Managers and Confidential employees are extended the supervisory unit personal leave benefit. A modified benefit is extended (see LTD benefit).</i>	YES*	YES*
Personnel Records	NO	YES
Political Activity Leave	YES	YES
Reduction in Force - <i>*RIF Article sections 4(a) and 5(e) shall not apply, except as permitted by 5(e)(6). Reemployment Rights Article, Sections 1 and 22 apply, but only for bargaining unit positions or vacancies. Sections 8, 18, and 25(b) shall not apply. Section 30(a) of Act 249 1982 Legislative session may supersede the above.</i>	YES*	YES*
Reemployment Credit	YES	YES
Sabbatical Leave - <i>*Supervisory unit benefit</i>	YES*	YES*
Salaries & Wages - <i>*except Section 16 of the Supervisory Contract.</i>	YES*	YES*
Shift Differential - <i>*only extended to Confidential employees PG 21 and below - weekend differential is not extended</i>	NO	YES*
Sick Leave - <i>A modified sick leave benefit is extended (see LTD benefit). There is a separate managerial and confidential sick leave bank as well.</i>	YES	YES
Supervisory Training - <i>*for confidentials if also designated as supervisors</i>	YES	YES*
Temporary Service Credit	YES	YES
Tuition Reimbursement – <i>(separate program is available - maximum of \$350 per credit)</i>	NO	NO

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CONTRACT ARTICLE	MANAGERS	CONFIDENTIALS
Uniforms	YES	YES
State Police, Clothing - <i>*25%: LT Colonel; Field Force Commander; Assistant Field Force Commander: Staff Operations Officer. 100%: BCI Major; and BCI Captains. At discretion of Public Safety Commissioner. Supervisory contract article provisions apply.</i>	YES*	N/A
State Police, Duty Week Pay – <i>*Supervisory unit Work Year/Overtime Article, Section 11 only, at the discretion of the Public Safety Commissioner</i>	YES*	N/A
State Police Overtime - <i>*Supervisory unit Work Year/Overtime Article, section 5 only, (45 hour work week overtime category 18 or 38) at the discretion of the Public Safety Commissioner</i>	YES*	N/A
State Police Physical Fitness - <i>*State Police managers only, at discretion of Public Safety Commissioner</i>	YES*	N/A
State Police Relocation Pay - <i>*State Police managers only at discretion of Public Safety Commissioner</i>	YES*	N/A
State Police Salaries - <i>* State Police unit pay plan and wage adjustments for State Police managers only at the discretion of Public Safety Commissioner</i>	YES*	N/A
State Police Lieutenant Special Duty Pay - <i>* Applicable at the discretion of the Public Safety Commissioner to extend 40 hours of straight-time pay each fiscal year, payable with the 1st full pay period in August as compensation for integral work-related duties performed in off-duty hours for Majors and Captains.</i>	YES*	N/A
State Police Lieutenant Personal Leave - <i>* Modified Article 47 to receive one less personal leave day than otherwise provided for each fiscal year for Majors and Captains.</i>	YES*	N/A

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NOTE: Only those non-management and supervisory unit contract benefits specifically listed shall be applicable as indicated. If a benefit or provision is not listed, the contract provision is NOT extended. Extension of benefits through 6/30/08 as authorized under 3 VSA §2222(f).

Approved: _____ /s/ _____ June 23, 2008
Michael K. Smith, Secretary of Administration

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